

REDDIT, INC.
COMPENSATION AND TALENT COMMITTEE CHARTER

(Effective as of March 20, 2024)

This Amended and Restated Compensation and Talent Committee Charter (this “Charter”) has been adopted by the Board of Directors (the “Board”) of Reddit, Inc. (the “Company”).

I. PURPOSE

The purpose of the Compensation and Talent Committee (the “Committee”) is to oversee the discharge of the responsibilities of the Board relating to compensation of the Company’s executive officers and non-employee directors.

II. COMPOSITION

The Committee shall consist of at least two directors, each of whom shall satisfy the independence requirements of the New York Stock Exchange (the “NYSE”), except as otherwise permitted by applicable NYSE rules, and meet all other applicable independence standards for members of compensation committees, unless otherwise determined by the Board. Subject to paragraph (iii) of Part A of Article VI of the Company’s amended and restated certificate of incorporation, as may be amended from time to time, Committee members shall be appointed by the Board on the recommendation of the Nominating and Corporate Governance Committee of the Board and will serve at the Board’s discretion. Committee members may be removed, with or without cause, by the Board. Resignation or removal of a director from the Board will automatically constitute resignation or removal, as applicable, of such director from the Committee. Unless a Chair is designated by the Board, the Committee may designate a Chair by majority vote of the full Committee membership.

III. MEETINGS, PROCEDURES, AND AUTHORITY

The Committee will meet at least once a year and at such other times as it determines necessary to carry out its responsibilities. A quorum at any Committee meeting shall be a majority of the members of the Committee. All determinations of the Committee shall be made by a majority of the members present at a meeting duly called and held at which a quorum was present, except as specifically provided herein (or where the Committee consists of only two members, by unanimous vote).

The Committee has the authority to establish its own rules and procedures for notice and conduct of its meetings so long as they are not inconsistent with any provisions of the Company’s bylaws that are applicable to the Committee. The Committee may also act by unanimous written consent in lieu of a meeting in accordance with the Company’s bylaws. The Committee will maintain written minutes of its meetings and copies of its actions by written consent, and will file such minutes and copies of written consents with the minutes of the meetings of the Board.

The Committee may invite other members of the Board, any executive or any employee of the Company, or such other person, as it deems appropriate in order to carry out its responsibilities, to attend and participate (in a non-voting capacity) in all or a portion of any Committee meeting. The Committee may exclude from all or a portion of its meetings any person it deems appropriate in order to carry out its responsibilities.

The Committee may, in its sole discretion, retain or obtain advice from compensation consultants, legal counsel, or other advisors (independent or otherwise) provided that, preceding any such retention or advice, the Committee shall take into consideration all factors, including any applicable factors under NYSE rules, relevant to the advisor's independence from management. The Committee will be directly responsible for the appointment, compensation, and oversight of any advisor it retains. The Company shall provide for appropriate funding, as determined by the Committee, for payment of reasonable compensation to any advisor retained by the Committee.

In addition to the duties and responsibilities expressly delegated to the Committee in this Charter, the Committee may exercise any other powers and carry out any other responsibilities consistent with this Charter, the purposes of the Committee, the Company's bylaws, and applicable NYSE rules.

The Committee has the authority to conduct or authorize investigations into any matters within the scope of the duties and responsibilities delegated to the Committee as it deems appropriate, including the authority to request any officer, employee, or advisor of the Company to meet with the Committee or any advisors engaged by the Committee.

IV. DUTIES AND RESPONSIBILITIES

- *CEO Evaluation and Compensation.* The Committee will review and approve the corporate goals and objectives with respect to the compensation of the Chief Executive Officer of the Company ("Chief Executive Officer"). The Committee will evaluate the Chief Executive Officer's performance in light of these goals and objectives and, based upon this evaluation (either alone or, if directed by the Board, in conjunction with a majority of the independent directors on the Board), will set the Chief Executive Officer's compensation. The Chief Executive Officer may not be present during voting or deliberations on his or her compensation.
- *Other Executive Officer Compensation.* The Committee will oversee an evaluation of the executive officers other than the Chief Executive Officer and, after considering such evaluations, will review and set, or make recommendations to the Board regarding, the compensation of such executive officers.
- *Non-Employee Director Compensation.* The Committee will review and make recommendations to the Board regarding non-employee director compensation.
- *Overall Compensation Philosophy.* The Committee will review and approve the Company's overall compensation philosophy and related compensation and benefit programs,

policies, and practices, including selecting a peer group of companies that the Committee uses to benchmark executive compensation.

- *Incentive and Equity Compensation.* The Committee will review and approve or make recommendations to the Board regarding the Company's incentive compensation and equity-based plans and arrangements (the "Plans"). The Committee has full authority to administer the Plans (except to the extent the terms of a Plan require administration by the full Board), and to make grants of cash-based and equity-based awards under, or outside of, the Plans (except for grants to the Chief Executive Officer, in which case the Committee will make recommendations to the Board regarding such grants). The Committee will review and approve or make recommendations to the Board regarding any guidelines, structures, or frameworks under which cash-based or equity-based awards would be made.
- *Oversight of Human Capital Management.* The Committee will oversee and periodically review with management the Company's strategies, policies, and practices with respect to human capital management and talent development, including with respect to matters such as talent recruitment, development, and retention, employee engagement and effectiveness, pay equity and diversity and inclusion, and workplace environment and culture. The Committee will review any related policies and disclosures and provide to the Audit Committee of the Board any Committee reports, analyses, or recommendations with respect to the Company's pay equity and diversity and inclusion initiatives for inclusion in any environmental, social, and governance reports issued by the Company.
- *Compensation Discussion and Analysis.* To the extent that the Company is required to include a "Compensation Discussion and Analysis" ("CD&A") in the Company's Annual Report on Form 10-K or annual proxy statement, the Committee will review and discuss with management the Company's CD&A and will consider whether it will recommend to the Board that the Company's CD&A be included in the appropriate filing.
- *Clawback Policy.* The Committee will administer and oversee the Company's compliance with the compensation recovery policy required by applicable Securities and Exchange Commission and NYSE rules.
- *Stockholder Approval Matters.* The Committee will oversee all matters relating to stockholder approval of executive compensation, including advisory votes on executive compensation ("say-on-pay" votes), the frequency of such votes ("say-when-on-pay" votes), and the appropriate Committee or recommended Board response to such votes. The Committee will also oversee all matters related to shareholder proposals related to compensation and human capital management and, if the Committee deems it appropriate, recommend to the Board the appropriate Committee or Board response to such proposals.
- *Employment Agreements and Severance Agreements.* The Committee will review and approve all employment agreements and severance agreements for the Company's executive

officers, other than the Chief Executive Officer, in which case the Committee will review and make recommendations to the Board regarding such employment or severance agreements.

- *Risk Management.* The Committee will oversee the management of risks associated with the Company's compensation policies and programs.
- *Senior Executives Succession Plan.* The Committee will periodically work with management to evaluate the Company's succession plans upon the retirement of senior executives or in the event of an unexpected occurrence. The Committee will make recommendations to the Board with respect to the process for selection, and the selection with respect to the individuals to occupy these senior executive positions, as the Committee determines to be appropriate from time to time.
- *Equity Ownership Guidelines.* The Committee will consider the adoption of equity ownership guidelines applicable to members of the Board and executive officers of the Company, will review annually any such guidelines, and will recommend to the full Board the adoption or revision of such guidelines as the Committee determines to be appropriate from time to time.
- *Compensation Committee Report.* The Committee will prepare the annual Compensation Committee Report, to the extent that the Company is required to include a CD&A in the Company's Annual Report on Form 10-K or annual proxy statement.
- *Reports to the Board of Directors.* The Committee must report regularly to the Board regarding the activities of the Committee.
- *Committee Self-Evaluation.* The Committee must annually perform an evaluation of the performance of the Committee.
- *Review of this Charter.* The Committee must annually review and reassess this Charter and submit any recommended changes to the Board for its consideration.

V. DELEGATION OF DUTIES

In fulfilling its responsibilities, the Committee has the authority to delegate any or all of its responsibilities to a subcommittee of the Committee. To the extent permitted by applicable law and the Plans, the Committee may delegate to one or more executive officers or other employees of the Company the authority to grant equity-based awards to employees and consultants of the Company or any subsidiary of the Company who are not executive officers and who are not exercising such delegated authority.

VI. GOVERNANCE AGREEMENT

For so long as that certain Governance Agreement, dated as of March 19, 2024, by and among the Company, Steven Huffman, and Advance Magazine Publishers Inc. (as the same may be amended,

restated, supplemented, and/or otherwise modified from time to time in accordance with its terms), is in effect, this Charter will be interpreted to be consistent with such agreement.